



DELAWARE WORKFORCE INVESTMENT BOARD

Quarterly Board Meeting

Dover Library – 35 Loockerman Street, Dover DE

Tuesday – July 22, 2014

9:00 a.m. – 11:00 a.m.

Attendees: Chairman - Gary Stockbridge, Hon. Anas Ben Addi, Jack Berberian, Jeffrey Bross, Alisha Bryson, Peter Bradley, Chris Burkhard, Ed Capodanno, John Casey, Ralph Cetrulo, John Chrzanowski, Gerard Esposito, Jeffrey Garland, George Krupanski, Stephan Lehm, Daniel Madrid, Marykate McLaughlin, Hon. John McMahon, William Parks, Michelle Taylor, Bernice Whaley

DOL Staff: Diane Brooks, Stacy Laing, Lori Reeder, Rachel Turney

DWIB Staff: Gwen Jones, Bill Potter

DOJ: Oliver Cleary

DOE: Maureen Whelan

Guests: Kim Siegel – Office of Lt. Governor; Pete Curcio and Dr. Susanna Lee – Jobs for Delaware Graduates, Dr. James Flynn, Dr. Jerome Lewis and Julia O'Hara – University of Delaware, Kerry Delgado – Christiana Care, Jenna Bucksak - Rodell Foundation (and other guests)

Welcome - Chairman, Gary Stockbridge called the meeting to order welcoming all in attendance. **Quorum achieved.**

Approval of Minutes: Motion made by John Chrzanowski to approve the minutes of July 22, 2014. Motion seconded by Sec. McMahon. All in favor *Chairman - Gary Stockbridge, Hon. Anas Ben Addi, Jack Berberian, Jeffrey Bross, Alisha Bryson, Peter Bradley, Chris Burkhard, John Casey, Ralph Cetrulo, John Chrzanowski, Jeffrey Garland, George Krupanski, Stephan Lehm, Daniel Madrid, Marykate McLaughlin, Hon. John McMahon, William Parks, Michelle Taylor, Bernice Whaley.* Motion carried.

Committee Reports

Performance Measures & Customer Satisfaction – Jeff Bross reported that our performance is holding steady. Jeff shared with new members how performance is tracked and that we have negotiated new measures with US Department of Labor. We are meeting the minimum requirement (80% of negotiated) and we are meeting the negotiated numbers for all but retention and average earnings for adults and dislocated workers – we are very close. Given the tough economy, we are still doing very well. Jeff also reviewed the newly negotiated numbers for which you will see an increase in only a couple of measures.

Proposal Review & Certification Committee –John Chrzanowski report that Individual training account providers have submitted their request for program renewals. The ITA providers are monitored so that we can make sure they are delivering quality programs that lead to employment.

This year we held a training session to instruct provider show to enter their new program and subsequent renewal requests in Delaware Joblink themselves. This will save on administrative resources.

Financial Oversight – Ralph Cetrulo reviewed the DWIB Executive Director and staff budget. We are below budget recognizing that some costs have not come in yet. It is the same with the Division of Employment and Training. Overall budget did not change – just reallocation of funds. Indirect costs has come down with a slight in rent. Total budget down.

WIA and Blue collar expenditures are also under budget with still more expenses to come through. WIA youth contracts are at 88 percent expensed. The last sheet list ITA training providers with a comparison of what providers received last year.

Blue Collar total came in at 2.6 million dollars from last year - excluding the special collection. Ralph presented the new budget for the DWIB staff – the budget has not changed much we went through line items that have slight change. We did approve that budget in the Executive Committee meeting for a board motion to accept. Motion made by Ed Capodanno and seconded by John Chrzanowski. All in favor *Chairman - Gary Stockbridge, Hon. Anas Ben Addi, Jack Berberian, Jeffrey Bross, Alisha Bryson, Peter Bradley, Chris Burkhard, John Casey, Ralph Cetrulo, John Chrzanowski, Jeffrey Garland, George Krupanski, Stephan Lehm, Daniel Madrid, Marykate McLaughlin, Hon. John McMahon, William Parks, Michelle Taylor, Bernice Whaley.* Motion carried.

Youth Council – Gwen Jones reported that the Youth Council has been meeting on a regular basis. In the beginning of the year the council held focus group sessions realizing we could not go on without asking youth what they need. Focus group sessions were held with our youth providers throughout the state (in-school and out of school). This information produced a brochure that the Youth Council is using as a marketing piece for those that do youth programs. If you would like copies, they can be mailed to you. We have completed the Youth Council Scholarship. An adhoc committee has been formed to address and administer the Scholarship fund which is being serviced by the Delaware Community Foundation.

Chairman's Report:

Strategic Planning/Update – 2012 Goal Updates – Gary asked that each goal leader give an update of our existing goals. Gary will provide an update about the upcoming new Strategic Planning session.

*Bill Potter reported for the **Veterans Goal*** – It's been a mixed bag as far as results on Vets goal. We are doing very well for Vets overall. At one point we were way below the national average for employment for Vets. Ages 18 – 24 is where we are having difficulty for the first time returning Vets. Current employment rate for this group was 12.4 percent. The similar age population is 13.3 percent. There are more separations than we had to work with previously. What we are doing now is going back to the drawing board because of summer we lost some momentum. We will be bringing new information as well to the Employer conference on the 23rd. We will be kicking off more of an initiative for Vets at this event. Problem with data for Vets is that we are waiting for quarterly data to get a better sense of where we are. We also continue working with business partners.

Representative Johnson asked Bill's position on the Governor's legislation that he just signed for Vets to be able to use their military training licenses toward employment. Bill thanked Rep. Johnson and said that is an important piece of legislation for Vets who have skills such as truck driver or field medic – those skills are transferable but they have been able to use their military licensing or experience obtained during military training. It is the beginning of several good things. We are one of several states that have signed this type of positive (legislation) which allows us to better educate our employer community about the value of our returning vets.

Rachel Turney reported that Employment and Training is working on two goals simultaneously. Stemming from the ***Industry Intelligence goal*** - *The first is the Delaware Skills bank* which is ideally a database within Delaware Joblink (workforce system) that houses the knowledge, skills, and abilities and resumes of job seekers as well as the skill needs of employers.

Job skills bank has these two datasets which can compare resume and job order so that you can see what we may be training in, what types of jobs are in demand, and what we have might have a surplus in. The vision is to have this tool be used by all workforce leaders - not just labor. For example to DEDO, Education, etc. We want to be able to provide reports that can be easily extracted.

Most recently (July 16th) we implemented a revised job order system where employers can now build a job order, just as seekers build a resume. We are now in the process of monitoring it to be able to provide feedback employers as well as to AJLA who hosts the DJL system.

*The second goal is **Career Pathways**.* The vision is that this will be a web-based interactive tool located in DE Joblink. Where employers and jobseekers will be able to be aware of career options, see job progression and growth industries based on skills and abilities.

Two career pathways programs are currently being piloted. One program is with Delaware Skills Center for welding and the other is with DelTech for Patient Care Technician. These two programs are considered career ladder training programs – providing more than one level of training/certification within the program. The training programs will lead directly to employment with potential for increase in wages based on certification levels and performance.

Chairman Stockbridge stated that this has been a difficult goal but believes that this type of training has the potential to be a model going forward. We have been meeting with other partners bi-monthly with some discussion on career pathways. In addition part of the vision for the resume builder and career lattices is to have them used in the schools.

Andrea Guest reported on the Disabilities Goal – In keeping with the Governor's initiative when he was Chair for the National Governor's Association, we continue the work through the Delaware Business Leaders Network (DEBLN). The DEBLN seeks to expand opportunities for people with disabilities. A workshop was held recently with Job Accommodations Network (JAN) to help employers understand the needs of jobseekers

with disabilities. The event was well attended and the DEBLN will host another in December. Two weeks ago DVR and DET applied for a grant around Disability Employment initiatives focusing on Career Pathways and networking. Whether or not we are awarded the grant we will partner on this type of initiative.

Kerry Delgado with Christiana Care mentioned this is their 4th year working with Project Search and working with students intensely at the hospital. Christiana Care Health System Project Search is part of a nationally recognized program dedicated to workforce development focused on individuals with significant barriers to employment. It generates partnerships with businesses that work to benefit the individual, community and the workplace. Project SEARCH partners are Easter Seals Delaware and Maryland's Eastern Shore, Red Clay Consolidated School District and the State of Delaware's Department of Education and Department of Labor, Division of Vocational Rehabilitation.

Sam Lathem wanted to remember Alice Coleman who has been a longtime champion and represented the board many years concerning individuals with disabilities. She would be proud of the board's disability goal and successful efforts.

Chairman's Report

Overview of Vision 2025 – Gary provided an overview of Vision 2025 using the charts provided by Jenna Bucsak with Rodell Foundation. He has been fortunate to be working on one of the committees since January on education and Vision 2025. The plan looks at what have we done that has been successful and what can we build on over the next 10 years to help students be successful. This is a comprehensive look at education reform. Gary wanted to brief the board because this effort needs to involve everyone in the state and we are asking DWIB members to get involved in this initiative where you believe you can contribute or need to be informed/involved.

Gary also gave an update on Strategic Planning. In October we will be doing a strategic planning session. You will be given an opportunity to provide information by responding to a survey, so we can gather information on what people think we should be working on. This information will be used in the development of the goals and help with planning on what we will be focusing on as well as what has been accomplished. We hope everyone will take the opportunity to provide feedback.

SPaRC (Success Plans and Roads to Careers) – Gary provided an update stating that SPaRC is also embedded in Vision 2025. Businesses are starting to get involved with schools, helping to look at student success plans. This past year business partners and others partners headed by the DWIB have participated to create a technology t to interact with students while they are developing their plans. Businesses can interact with students to assist by offering job shadowing, mentoring, internships, opportunities for employment, etc. The goal is to start by getting 75 businesses involved. This group is going to partner with 7 school districts for the pilot year to redefine students success plans to work with businesses. We will need many more business to be involved. The simplest thing you can do is have a presence within the technology and provide a contact for students to reach out to. Junior Achievement will be heading this effort.

WIA Reauthorization – Gwen Jones provided highlights of the Workforce Investment Opportunity Act - stating that the President would be signing the WIOA into law within the next day. As this legislation is rolling out, staff will keep the board updated and eventually present an overview.

Guest Presenters:

Dr. Susanna Lee, President, JDG (Jobs for Delaware Graduates) presented the history and overview of JDG and how it works in Delaware. She wanted to thank the Governor and DWIB for supporting the work of JDG over the years. JDG is in all of the high schools as well as Ferris School, Groves, and criminal justice. JDG has a 93% graduation rate. JDG has career placement specialists who contact students as well employers and the program is available to any student who has barriers and needs help.

Dr. James Flynn, Asst. Professor and Director, University of Delaware (UofD), School of Public Policy and Administration presented to the board on The Blue Collar Task Force Report and Recommendations. UofD was approached through the Delaware Senate and asked to provide staff assistance and research. Resources were made available which helped produce a good product. Dr. Flynn thanked Senator Robert Marshall, Chair of the task force and Representative Michael Mulrooney, Co-chair. Dr. Flynn presented from a white paper (in meeting packets).

The task force (industry, academia, and government) was to think about what could be done to address the challenge in the dramatic drop off in opportunities for Blue Collar (BC) workers. They wanted to define BC broader than by the trades and construction industries. Therefore the definition of Blue became broader and broader. The task force met in 5 general meetings and held 4 public hearings to hear about the challenges around unemployment rates in DE. The meetings resulted in 10 recommendations in the report. Dr. Flynn spoke specifically on the recommendations around creating jobs now through public private partnerships, economic development, and improving the business environment in Delaware.

Old Business - Kim Siegel from the Lt. Governor's office had questions regarding On-the-job training (OJT) to which Rachel Turney responded to. The DWIB and DOL have been working with Lt. Governor Matt Denn on OJT for Delaware employers.

New Business – Secretary McMahon announced the Department of Labor will be holding its 11th Employer Conference on October 23rd at the Riverfront Chase Center. Information on how to register is in your meeting packets. Please mark the date on your calendars.

Meeting Adjourned